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ABSTRACT

This book is a how-to-do-it roadmap that presents practical details on the important aspects of collective bargaining at the local school district level. It details all of the strategies, tasks, events, and influences that bear on the collective bargaining process from the initial certification election of a union through the preparation for negotiation of, and administration of a union/management collective bargaining agreement. The focus throughout the book is on win-win outcomes. The text features 6 sections and 19 chapters. Section 1 focuses on working together with people and groups; the history behind employee empowerment; and ways to consider students, the school district, and the community. Section 2 outlines strategic and tactical plans related to collective bargaining, including tips on collecting background information in preparation for negotiations, on choosing your team and analyzing their team, and on conduct at and away from the table. Section 3 features chapters on reaching an impasse, arriving at lose-lose (preparing for a strike, finalizing and communicating the master contract, and living with the contract. In section 4, strategies for remembering miscellaneous items and a summary of collective negotiations are provided, and section 5 focuses on dealing with conflicts involving internal individuals' and groups' interests, and arbitrating conflicts of interest among external and community pressure groups and the board of education. The last section describes how the process fits together in the end. Eight appendices offer examples of a local district's agreement; a cost and power analysis model; a managements' confidential contingency plan for use during a strike; and a union's confidential work stoppage, prestrike, and strike plans. (Includes a glossary, an index, and approximately 175 references.) (RJM)

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